



# SUPPORTING YOU IS WHAT WE DO

Dear Community,

Despite the uncertainty around the current climate with the outbreak of COVID-19 unsurprisingly, the Tech landscape is responding well. Many of our clients are still hiring for business-critical positions and ensuring the show goes on albeit, remotely.

Naturally, the deeper we move into the health pandemic some companies will freeze recruitment or place positions on hold for various reasons, which is understandable, but the majority of clients continue 'business as usual' in terms of their day to day operations & services levels. However, it is mindful to be aware that when the situation settles in the next few months, everyone will be in the same race to recruit, the war for talent will not stop even for Coronavirus!

What can you do as a business to ensure you hire high-quality individuals and minimise the impact that this has on business?

## **1 Look at which vacancies are business-critical:**

These are roles that will mean your business will be noticeably worse off without an individual in situ. Can the roles continue to be sourced, telephone interviews conducted and shortlists provided.

## **2 Consider your current interview process;**

With the majority of people now working from home, candidates are more accessible than ever especially over the phone or via video conferencing and less time-strapped. 1st and 2nd stage interviews can be conducted remotely which will best utilise time spent working from home and keeping candidates engaged.

## **3 Resource planning and virtual bench building;**

It is important to look ahead, keep your candidate pipeline open and in regular contact. Be upfront in your interest, be honest about the process and give ideas around predicted timescales and regularly update as things improve.

This time brings opportunity to have in-depth initial conversations, assess candidates at length and to structure a high quality and engaged pipeline. Markets will bounce back and in times of uncertainty, it's important to look to the future and set yourself up for success for when the time comes to react.

We are still most definitely open for business and we are still operating the same office hours of 08.30 – 18.00, Monday to Friday. Trust in SODA is committed to minimising disruption to client service and the important work we carry out for you. We are offering the following services to help you make hiring decisions with confidence to give our clients comfort that they are making the correct decision by:

- 1. Increasing our rebate periods**
- 2. Temp to permanent solutions**
- 3. Equipping all candidates to work remotely**
- 4. Hosting video interviews**

Speak with your recruiter about the recent announcement of 12 month pause to IR35 and what this means for your ability to service demand by using freelancers without determination. Remote interviews opens up a talent pool of candidates that you may not have had access to before. Use this time as a chance to positively affect your D&I strategies and create equal opportunities in your recruitment processes.

Get in contact with Trust in SODA today for a conversation with us on how we can support you today.

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